Strategic Workforce Planning

10 – 12 April

Virtual Online

Free Apple iPad

Only 16 Seats Available

6 CPD Points from IPM

COURSE OVERVIEW

At the culmination of this 3-day training programme, learners will have an in-depth understanding of strategic HR management; employee engagement, succession planning and HRM value chain best practice processes and strategies. Learners will also master the ability to harness these HR process to optimize their strategic impact and value. Below are the training programme outcomes:

- Applying strategic HR management principles and practices
- Re-positioning the HR function as a strategic business partner
- Applying HR Business Partnering – best practice principles, structure, roles and future fit competencies
- Applying best practice HRM value chain activities
- HRBP business intelligence role - HRM Metrics and crafting a HRM Scorecard
- HRBP workplace advocacy – enhancing employee engagement levels and talent retention strategies
- HRBP governance roles - HRM Risk Management and HRM Auditing
- Succession Planning – principles and practices

COURSE OUTLINE | DAY ONE – DAY THREE |

The Fundamentals of Strategic Human Resources Management (SHRM); HRBP and Transforming and Repositioning HRM

- Defining the fundamental concepts and understanding the context and environment of SHRM
- Building a strategic business case for SHRM, defining and implementing the strategic value proposition and contribution of HRM
- Unpacking the anatomy of SHRM and the diagnosis of current, industry-wide Strategic HRM practices (Gap Analysis)
- Mastering Ulrich's model of the 4 strategic HRM roles, diagnosis of current HRBP organizational practices (health check) and building a business case for HRBP (strategic imperative)
- Applying the Virtual Strategic Performance Advisor model (Cotter, 2021)
- Business Executives expectations and priorities (for HRBP's)
- Enablers and critical success factors to transforming/re-positioning HRBP
- The Challenge: Re-positioning HRM into a strategic business partner – applying the 5-step HRBP strategy

CASE STUDY 1: Refocusing HR's Resources to make it a powerful Business Partner

Applying the Business Intelligence and Workplace Advocacy Roles

- The 5 strands of success and diagnosis and gap analysis of High Performing Organization (HiPO) culture
- The role and contribution of SHRBP in cultivating and nurturing a HiPO
- Diagnosis and gap analysis of HRM Metrics best practices
- Crafting HRM Scorecard
- Applying the 5 E's of the HRM metrics process

Reading article: Here's what HR must do to have the business impact CEO's want

- HRBP workplace advocacy role - Employee Engagement
- Diagnosis and gap analysis of Employee Engagement best practices
- HRBP workplace advocacy role – Talent retention strategies

- Diagnosis and gap analysis of talent retention strategies (Deloitte Irresistible Organization model)

Applying the HRM Governance Role and Succession Planning

Specific Outcomes:

- Applying the 5-step HRM Risk Management process
- Diagnosis and gap analysis of HRM Auditing best practices
- Applying the 3-step HRM Auditing process
- Gap Analysis of current Succession Planning practices: Learning Activity
- Conceptual model/framework of succession planning

    - **STRATEGY / BUSINESS PLAN**

      ⬇

    - **STRATEGIC FOCUS AREAS** – Finance; Operations; Customer and Learning, Innovation and Growth

      ⬇

    - **SUCCESSION PLAN**

      ⬇

    - **HRM VALUE CHAIN PROCESSES** – HR Planning; EVP; Recruitment / Selection; Retention and Reward; PMS; Learning and Development

      ⬇

    - **INTERNAL BENCH STRENGTH / TALENT PIPELINE**

      ⬇

    - **INFLUENCE OF ENVIRONMENTAL FORCES** – Political; Economic; Socio-Cultural; Technological; Ecological and Legal

COURSE OUTLINE | CONT' |

- Linking succession planning with sustainable organizational development
- Building a strategic business case for succession planning
- The critical success factors for succession planning
- Preparing the state of institutional readiness for succession planning
- The critical and strategic role of executive/senior management
- Outline and apply the succession planning process (roadmap)
    - **Step 1**: identify current critical/key positions and analyze future requirements and competencies (business strategy)
    - **Step 2**: identification and assessment of successors – potential and performance (9-box matrix)
    - **Step 3**: identify talent gaps
    - **Step 4**: develop succession plan and strategies
    - **Step 5**: implement succession plan and developmental strategies
    - **Step 6**: monitor and track progress
    - **Step 7**: review and evaluate the impact/effectiveness of succession plan

CASE STUDY 2: Developing a HR Strategy at TARMAC

WHO SHOULD ATTEND

Executives / Senior Human Resources Managers, HR Managers, HR Business Partners, HR Professionals / HR Practitioners, Talent Managers, OD Managers, People Officers, those tasked with business planning

FREE
Apple iPad

Booking Form

#: **LM**

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Please complete this form and return to: info@kapitalbiz.co.za & will confirm your booking.

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2.			
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7.			

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☐ **(A) LOCAL**
Training Fee 3 (Days) = R 17,999 + VAT

☐ **(B) INTERNATIONAL**
Training Fee 3 (Days) = $ 1, 300 (Online**)**